

CITY OF CHULA VISTA SECOND COUNTER PROPOSAL TO CVEA/SEIU 221  
REGARDING SALARY ADJUSTMENTS

PROPOSAL #\_\_\_\_  
DATE: June 6, 2013

**CVEA/SEIU 221 PROPOSAL:**

CVEA has proposed wage increases as set forth in their April 11, 2013 written proposal. The City countered with a wage increase proposal generally consisting of a percentage increase for those below 66% and a stipend of \$250. CVEA rejected the proposal and countered with its initial April 11, 2013 proposal. The City now presents this proposal.

**CONCERN:**

The City seeks to implement the compensation component of its Quality Work Force Program by providing a percentage increase in wages to those below the top middle one-third-market rate ("66% of market") and \$1000 stipends for others as set forth below.

**CITY PROPOSAL:**

City of Chula Vista proposal to CVEA/SEIU 221:

Section II [Compensation], Subsection A [Wages], Article 2.01 [Wages], paragraph shall now read:

I. Salary adjustments shall be made as follows:

A. For Fiscal-Year ("FY") 2013-14:

1. CVEA/SEIU represented employees in classifications identified by the City in attachment 1 shall receive a 2% salary adjustment on the pay period starting July 12, 2013.
2. CVEA/SEIU represented employees in classifications identified by the City in attachment 2 shall receive a 1% salary adjustment on the pay period starting July 12, 2013.
3. CVEA/SEIU represented employees who are not receiving salary adjustments set forth on paragraphs 1 and 2 above and who have not received a raise in the last four (4) years shall receive a one-time stipend in the amount of \$1000 on or before September 13, 2013. This one-time stipend is not intended and does not meet the definition of compensation outlined in the California Code of Regulations and therefore is not reportable compensation to CalPERS.

B. For Fiscal-Year 2014-2015:

1. There shall be no automatic salary adjustments. However, the City would endeavor to in good faith, but cannot commit and is not required to, provide

additional salary adjustments in FY 2014-15 based upon the City Manager's determination that salary adjustments are feasible based upon, but not limited to, consideration of the following financial indicators:

- The Five Year Financial Forecast prepared by the Finance Department reflects a structurally balanced budget during the term of the next possible salary adjustment increases during the re-opener period set forth in this paragraph.
  - Assessed Value increased greater than the 2% CPI based on the most recent report from the County of San Diego.
  - General Fund total operating reserves have remained stable from the prior fiscal year.
  - Sales Tax Trends reflect average increases in the past three consecutive reporting periods when compared to the same reporting periods in the prior year.
4. To allow for salary adjustment increases, the City may reopen the MOU at any time starting in the in the month of February 2014 for salary adjustment increases, that would be implemented during the FY 2014-2015 time period. If the city does not reopen the MOU pursuant to this section, CVEA/SEIU represented employees shall receive a one-time stipend in the amount of \$1000 at a date prior the end of the 2014 calendar year. This one-time stipend is not intended and does not meet the definition of compensation outlined in the California Code of Regulations and therefore is not reportable compensation to CalPERS.

C. For Fiscal-Years 2015-2016 and 2016-2017:

1. There shall be no automatic salary adjustments. However, the City would endeavor to in good faith, but cannot commit and is not required to, provide additional salary adjustments in FY 2015-2016 and FY 2016-2017 for those classifications determined by the City Manager to be below 66% of market based upon the City Manager's determination that salary adjustments are feasible based upon, but not limited to, consideration of the following financial indicators:
- The Five Year Financial Forecast prepared by the Finance Department reflects a structurally balanced budget during the term of the next possible salary adjustment increases during the re-opener period set forth in this paragraph.
  - Assessed Value increased greater than the 2% CPI based on the most recent report from the County of San Diego.
  - General Fund total operating reserves have remained stable from the prior fiscal year.
  - Sales Tax Trends reflect average increases in the past three consecutive reporting periods when compared to the same reporting periods in the prior year.
2. To allow for salary adjustment increases contemplated in paragraph (C)(1), above, the City may reopen the MOU at any time starting in the month of February 2015 for FY 2015-2016 and the month of February 2016 for FY 2016-2017 for salary

adjustment increases for those classifications that are determined by the City Manager to be below 66% of market, that would be implemented during the corresponding fiscal year.

D. MOU TERM: The MOU expires on June 30, 2017.

**RESULT:** The City's proposal moves towards its goal of increasing wages for those classifications that are below the top middle one-third of market rate (66% of market) as follows:

- (1) For Fiscal-Year 2013-14, an estimated 240 of 378 CVEA/SEIU represented employees will receive a percentage increase and 138 of 378 CVEA/SEIU represented employees will receive a \$1000 stipend;
- (2) For Fiscal-Year 2014-15, wage increases will be determined via a re-opener that is to be used for salary increases only, but if there is no reopener all CVEA/SEIU members will receive \$1000 stipend.
- (3) For Fiscal Years 2015-16 and 2016-17, wage increases, only for those below 66% of market, will be determined via reopener that is to be used for salary increases only.

## ATTACHMENT 1

The following classifications shall receive a 2% salary adjustment as set forth in the MOU:

Classification:

CUSTODIAN  
TRAFFIC DEVICES TECH  
TRAFFIC DEVICES TECH SUPV  
PUBLIC WORKS SUPERVISOR  
SIGNING&STRIPING SUPERVISOR  
PARKS SUPERVISOR  
TREE TRIMMER SUPERVISOR  
PUMP MAINTENANCE SUPERVISOR  
ELECTRONICS TECHNICIAN  
SR HVAC TECHNICIAN  
HVAC TECHNCIAN  
ELECTRICIAN  
PLUMBER  
LOCKSMITH  
SR MAINTENANCE WORKER  
SR GARDENER  
MAINTENANCE WORKER II  
GARDENER II  
LEAD CUSTODIAN  
EQUIPMENT OPERATOR  
CUSTODIAL SUPERVISOR  
FACILITY & SUPPLY SPECIALIST  
PARKING ENFORCEMENT OFFICER  
POLICE COMM RELATIONS SPEC  
TRAINING PROGRAMS SPEC  
EVIDENCE CONTROL ASST  
COMMUNITY SERVICE OFFICER  
AUTOMATED FINGERPRINT TECH  
ANIMAL CONTROL OFFICER  
REGISTERED VETERINARY TECH  
RANGE MASTER  
POLICE SERVICES OFFICER  
CIVILIAN BACKGROUND INVESTIGTR

## ATTACHMENT 2

The following classifications shall receive a 1% salary adjustment as set forth in the MOU:

### Classification

SR EQUIPMENT MECHANIC  
PUMP MAINT TECHNICIAN  
EQUIPMENT MECHANIC  
FIRE APPARATUS MECH  
POLICE DISPATCHER  
POLICE DISPATCHER SUPERVISOR  
AQUATIC SUPV I  
RECREATION SUPERVISOR III  
AQUATIC SUPV III  
AQUATIC SUPV II  
RECREATION SUPERVISOR II  
ASSOCIATE PLANNER  
LANDSCAPE PLANNER II  
PROJECT COORDINATOR II  
TELECOMMUNICATIONS SPECIALIST  
LIBRARIAN II  
LIBRARIAN III  
VETERINARY ASSISTANT  
ANIMAL ADOPTION COUNSELOR  
SR ANIMAL CARE ASSISTANT  
ADMIN ANALYST II  
PUBLIC SAFETY ANALYST